



TRAINING NEWSLETTER

October 2006

NEW CPM CLASS BEGINS IN JANUARY!

Since 2002, the State of Iowa in partnership with Drake University, has been offering a nationally accredited Certified Public Manager (CPM) Program.

CPM is a professional development program for supervisors and managers in government. The program encourages and provides best-practice management techniques in four key leadership competency areas. Only accredited programs are authorized to award the CPM designation, and PDS is proud to offer this opportunity to federal, state, and local government employees in Iowa.

The next CPM class, referred to as a cohort, will begin this January! Visit the CPM website to learn more about the program, including:

[Benefits of Participation](#)
[CPM Curriculum](#)
[CPM Graduates and Participants](#)
[Eligibility and Application Process](#)

<http://das.hre.iowa.gov/cpm.htm>



The CPM program is an affordable way to offer employees a comprehensive educational experience that enhances the success of public managers and their organization.

Quick Glance at CPM

26 ♦ organizations have sponsored employees for CPM. This includes:

- 22** ♦ state agencies
- 2** ♦ city governments
- 2** ♦ county governments

176 ♦ Iowa public employees have committed to CPM. The list includes directors, chief operating officers, bureau chiefs, and other organizational leaders.

2 ♦ days each month participants attend CPM workshops in Des Moines. These are generally held at Drake University.

17 ♦ month program that concludes with group project presentations and a graduation ceremony.

35 ♦ people can be accepted into CPM 7, which begins January 9, 2007!

Due to the growth and popularity of the program, and a limited number of seats, participants are accepted on a first come, first serve basis.

Interested participants should submit their application by December 1, 2006 in order to secure a seat in CPM Cohort 7!

A learning organization focuses on enhancing its people and systems to continually increase the organization's capacity for performance.

COURSE SPOTLIGHT: THRIVING ON CHANGE - OCT 30TH

The issue is this: if you implement a change too quickly, you will frequently end up with employees who are confused, upset, and angry. They don't have enough information, they don't know where to go for answers, and they have little idea of what is expected of them.

PDS' [Thriving on Change](#) (GI 163) workshop, facilitated by Doug Whittle, will provide a simple change curve model to help employees understand the four key phases of change:

- Denial
- Resistance
- Exploration
- Commitment

Participants will walk away with a positive, "can-do" attitude about change. They will have a greater understanding not only of the change process, but of themselves.

UPCOMING LEARNING OPPORTUNITIES

[Listening: The Forgotten Skill](#) (GI 003)
October 18, 2006; 8:30 am – 4:30 pm

[Family and Medical Leave Act](#) (NC 122)
October 17, 2006; 9:00 am – 12:00pm
Located in Sioux City

[Project Management](#) (PT 103)
October 24 – 25, 2006; 8:30 am – 4:30 pm

[Citizen's Aid / Ombudsman](#) (RM 010)
October 20, 2006; 8:30 am – 10:30 am

[Grant Management](#) (GI 300)
October 27, 2006; 8:30 am – 4:30 pm

[Minute Taking](#) (GI 177)
November 3, 2006; 8:30 am – 11:30 am